

From: [Kristy Lovich](#)
To: [Punam Kalra](#)
Cc: [Keshia Douglas](#)
Subject: Re: LAHSA Telecommunications
Date: Tuesday, June 09, 2020 4:41:07 AM
Attachments: [FW In order to demonstrate that Black life matters to LAHSA we must end its partnership with law enforcement .pdf](#)

Hello Punam,

I have not received a response from you to my request for the following policies:

- [REDACTED] (who confirms receipt, who informs the staff person of approval/denial);
- Policy for responding to grievances raised with Directors and Managers, and Executive Leadership;
- Policy regarding how employees will be informed when their email access will be suspended?

This is very concerning for a number of reasons.

1. You have stated *"It's standard practice for us to deactivate employees telecommunications when they are not on standard sick or vacation leave."* which may be true. However, I have consulted with many of my peers that have utilized this form of leave who did not experience an interruption in their email access nor a deactivation of their LAHSA email accounts. This does not strike me as a "standard" or equitable use of this policy. Why are some employees' email accounts deactivated while others are not? What is the criteria used to determine this?

2. The timing of the deactivation of my email account is very concerning as it occurred a very short time (within a few hours) after I sent an email to my Director, the Executive Director, the CPO, and Director of Equity in which I responded to a disciplinary email from [REDACTED] regarding my use of the LAHSA email platform to send a letter to all staff advocating for this organization to follow through on the commitments its has made to racial justice. In this email I highlight how my Director was aware of my intent to send this letter, the content of the letter, and the fact that he did not direct me not to send the letter but rather coached me on how to adjust the initiative so that it would be more impactful. As well, I provide information (a reminder) that my Director has on multiple occasions during my employment with this organization assisted and coached me on communication with media and advocates that falls outside of LAHSA policy.

3. My email account was deactivated well before [REDACTED] (June 9, 2020), well before HR had received or approved [REDACTED] (June 8, 2020), and without any notice to me that my email account would be deactivated. This prevented me from notifying the team I supervise that [REDACTED] so that we could adequately prepare for my absence. This prevented me from being able to notify clients with whom I was actively working to achieve housing and connection to services [REDACTED]. This prevented me from informing partners and providers of the alternate staff they could contact [REDACTED] in order to follow up on critical collaborations related to client care.

In my last correspondence with my Director and his superiors [see attached] I urged the

recipients to ensure that whatever consequences befall me or have befallen my colleagues related to unauthorized speech that falls outside of LAHSA policy would also be applied to more senior staff so that the application of policy is equitable. I reminded the recipients of the termination of my colleague [REDACTED] whose termination was "technically" justified under policy related to the severance of staff that have not yet reached the end of their probation period but about which I was made aware of ulterior reasons for [REDACTED] termination via verbal exchange with my Director: *In that verbal exchange my Director revealed to me that LA City Council District representative Mitch O'Farrell (CD13) was made aware by a member of his staff that former LAHSA employee, [REDACTED] participated in a demonstration at Echo Park Lake during [REDACTED] personal time which challenged the Council Member's posture on executing full enforcement of LAMC 63.44 which prohibits camping in parks and is used regularly to displace unhoused people from encampment in city parks. My Director informed me that Councilman O'Farrell called Heidi Marston directly and requested that [REDACTED] be terminated and within one week of the Councilman's request [REDACTED] was dismissed from [REDACTED] position as a HET Member. My director admitted he did not agree with this termination and that he attempted to prevent it because it was unfair and unethical but that he ultimately signed off on [REDACTED] dismissal from the organization despite his professed moral conflicts.*

Given the blatant inconsistencies of the application of the "standard practice for [LAHSA] to deactivate employees telecommunications when they are not on standard sick or vacation leave," my knowledge of the previous situation concerning my colleague's termination, and the timing of this deactivation in relation to my sending an email which criticizes the ethics and practices of this organization and my challenges to the disciplinary email sent to me by my Director has produced a [REDACTED] for me.

These actions feel like retaliation for my use of dissident speech as the action taken to deactivate my email account [REDACTED] effectively prevented me from being in communication with my peers, prevented me from sending email including those emails I may have needed to copy to my personal address in order to protect myself as an employee should disciplinary action be taken, prevented me from receiving status updates from HR regarding [REDACTED] prevented me from accessing the most up to date Employee Handbook so that I may inform myself of LAHSA policy should I need to manage the process of protecting my job, and perhaps most importantly prevented me from retrieving or accessing documentation which stands to provide evidence of this organizations' failure to respond to my repeated and consistent complaints about the police violence unto our clients that I have regularly witnessed, elevated to leadership, and received no follow through.

My knowledge of this Leadership Team members' previous handling of an employee engaged in dissident speech related to public critique of practices related to homelessness has caused me to feel I must be hypervigilant in protecting myself from retaliation.

Again, I request that you send me the following documents:

- [REDACTED] (who confirms receipt, who informs the staff person of approval/denial);
- Policy for responding to grievances raised with Directors and Managers, and Executive Leadership;
- Policy regarding how employees will be informed when their email access will be

suspended?

- Additionally, please send me the most up to date version of the employee handbook.

Thank you,

Kristy Lovich

MFA, University of California Irvine

BFA, Art Center College of Design

[Mountain House](#), Co-Founder

[Los Angeles Homeless Services Authority](#), Outreach Supervisor

Make an outreach request: [LA Hop](#)

Contact:

[REDACTED]

On Mon, Jun 8, 2020 at 4:35 PM Kristy Lovich [REDACTED] wrote:

Thank you for that information.

I have not received any emails from my Director or any other leadership related to my request or my last correspondence with my Director. It has been [REDACTED] for me to not receive clear communication about the receipt or approval of my request nor a response to any other the issues and grievances that I raised with my superiors. And then to not have email access in order to follow up on these grievances has added to that [REDACTED]. I have been waiting for communication from my leadership about many issues and [REDACTED] that accompanies a lack of knowledge about employment status, disciplinary action, status of requests is serious and is having [REDACTED].

Can you please send me the LAHSA policy that outlines protocols for the following:

- [REDACTED] (who confirms receipt, who informs the staff person of approval/denial);
- Policy for responding to grievances raised with Directors and Managers, and Executive Leadership;
- Policy regarding how employees will be informed when their email access will be suspended?

Thank you,

Kristy Lovich

MFA, University of California Irvine
BFA, Art Center College of Design
[Mountain House](#), Co-Founder
[Los Angeles Homeless Services Authority](#), Outreach Supervisor
Make an outreach request: [LA Hop](#)



On Mon, Jun 8, 2020 at 3:57 PM Punam Kalra <pkalra@lahsa.org> wrote:

Hi Kristy,

Your director notified IT and HR that you submitted [REDACTED] and asked to temporarily deactivate your access.

Thank you,



Punam Kalra

Manager, HR

Los Angeles Homeless Services Authority (LAHSA)

811 Wilshire Boulevard, 6th Floor

Los Angeles, CA 90017

Tel: [213-225-8468](tel:213-225-8468)

Cell: 213-392-5215

Fax: 213-553-9373

Email: pkalra@lahsa.org

www.lahsa.org

Pronouns: she/her/hers

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From: Kristy Lovich [REDACTED]
Sent: Monday, June 08, 2020 12:39 PM
To: Punam Kalra <pkalra@lahsa.org>
Cc: Keshia Douglas <kdouglas@lahsa.org>
Subject: Re: LAHSA Telecommunications

Additionally, I am unclear as to why my account would be deactivated last night if:

- 1) you had not yet seen/approved [REDACTED]
- 2) [REDACTED] does not start until tomorrow as is indicated on my request form.

Kristy Lovich

MFA, University of California Irvine

BFA, Art Center College of Design

[Mountain House](#), Co-Founder

[Los Angeles Homeless Services Authority](#), Outreach Supervisor

Make an outreach request: [LA Hop](#)

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

On Mon, Jun 8, 2020 at 12:33 PM Punam Kalra <pkalra@lahsa.org> wrote:

Hi Kristy,

I received [REDACTED] today. It's standard practice for us to deactivate employees telecommunications when they are not on [REDACTED] [REDACTED] Someone from payroll or I will be in touch with you on how to do your timesheet during this time.

Thank you,

Punam Kalra

Manager, HR

Los Angeles Homeless Services Authority

(213)392-5215

Sent from my iPhone